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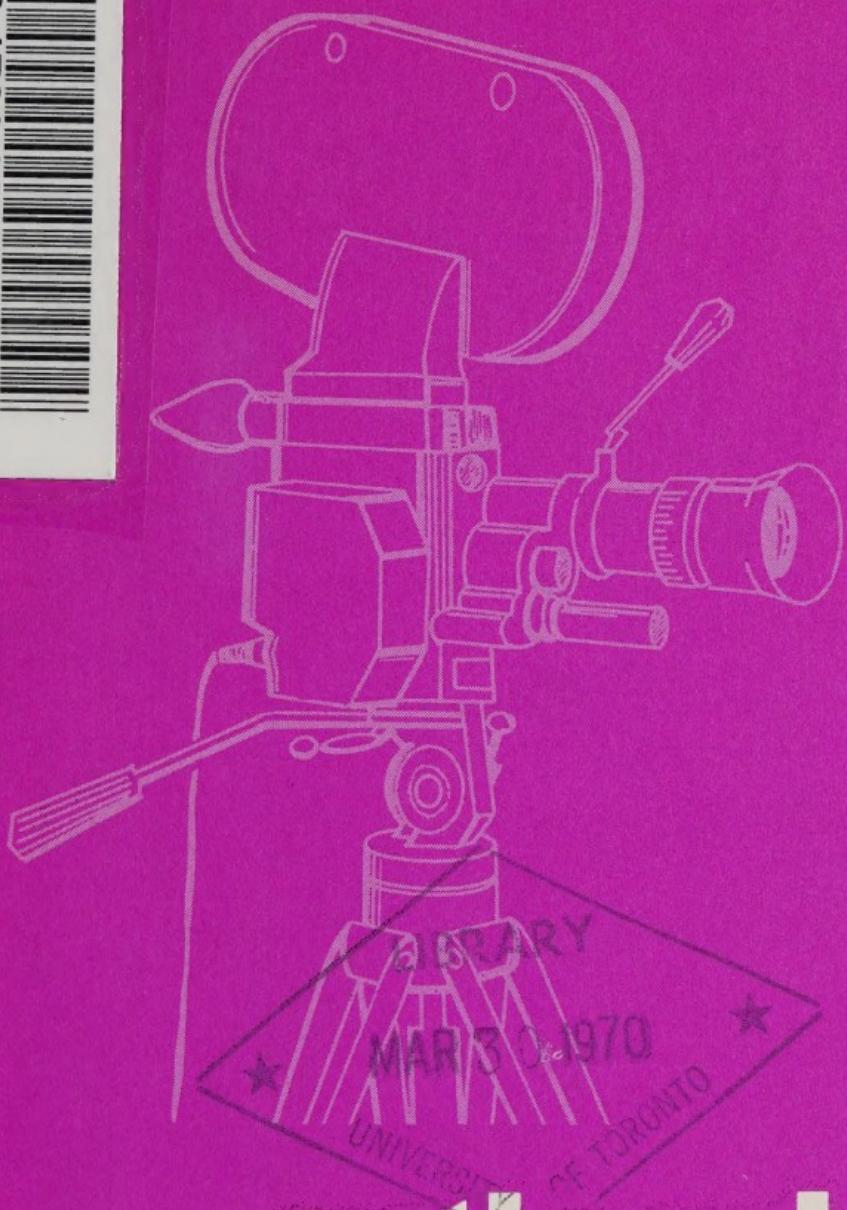
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Government
Publications

VIP



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national industrial relations film library



CANADA DEPARTMENT OF LABOUR

The National Industrial Relations Film Library has been created by the Canada Department of Labour to answer a specific need: a central source of films relating to all aspects of industrial relations. Topics include:

- **productivity**
- **executive training**
- **safety**
- **adapting to change**
- **improving communication**
- **motivation**
- **employee selection**
- **encouraging ideas**
- **collective bargaining**

The National Film Board, through its 23 distribution offices across Canada, will distribute these National Industrial Relations Film Library films for us. (A complete listing of the National Film Board offices distributing films is shown elsewhere in this pamphlet.) All films are 16 mm sound motion pictures.

In addition to the multiple prints listed below, there are more than 100 single titles which are being held in the Ottawa Library of the National Film Board. Any of these may also be secured through your local National Film Board office. A mimeographed descriptive listing of these films is available from the National Industrial Relations Film Library, Canada Department of Labour, Ottawa 4.

French-language films are listed in a separate folder.

All films are subject to standard National Film Board rental fees.

A CASE OF INSUBORDINATION

Col. 20 min.

This film shows one incident as it is perceived by four people . . . an employee, a supervisor, a witness and an arbitrator. The film is ideal for stimulating discussion concerning grievance procedures regardless of union or industry status. It can also be used as a series of case studies in perception, communication and dealing with conflict.

A DAY LIKE ANY OTHER

B&W 28 min.

The International Labour Organization, founded in 1919 to raise and improve the economic and social well-being of the world's peoples, is featured in this film which takes quick looks at various ILO training and development projects throughout the world. A unique tripartite organization made up of government, labour and management representatives from 119 countries, the ILO was awarded the Nobel Peace Prize in 1969. Canada is a founding member.

ARE YOU LISTENING?

B&W 12 min.

Of all the skills in the communication repertoire of the average man or woman, the one used most (and paid attention to least) is that of listening. This motion picture represents a vital step towards correcting the imbalance which has favoured the eye at the expense of the ear.

ARE YOU WARM TO THE TOUCH?

Col. 15 min.

It takes more than a sound vehicle to ensure a safe journey. Defensive driving is the key. Being constantly aware of the human factors involved ensures that potential accidents are anticipated and avoided. One man's morning drive from the suburbs to the city shows all the things that could have happened, and a few that did.

A VOICE IN THE CITY

B&W 27 min.

What happens in the average day of a union business agent in a big city? This film follows one female business agent in New York as she copes with hospital grievances, a museum contract to be negotiated, a threatened strike, a membership drive. A good insight into another aspect of the collective bargaining field.

CHALLENGE OF CHANGE

Col. 18 min.

Because of commercial distribution this film will not be available until the autumn of 1970. It is a sweeping statement that examines the causes and forms of both physical and philosophical change. It can be used as such or as an introductory film to set the stage for Matter of Survival.

DEVELOPING MORE AND BETTER IDEAS Col. 23 min.

Demonstrates how anyone can produce sound ideas, solve problems creatively, and increase both individual and team output. Explains step-by-step process that can help anyone generate more and better ideas.

DISPUTE

B&W 2 films
50 min. each

Filmed during actual industrial relations disputes in England these films record what really happens to both sides in a conflict between labour and management. The first film, Round 1, shows what happens when a shop steward is fired. The second film, Round II, shows what happens when management declares a redundancy.

EFFECTIVE EXECUTIVE SERIES (THE) Col. 5 films.

What is an executive?

What makes an executive effective?

These five 25-minute colour films could form the basis for the most effective executive development program you have ever conducted!

These films could have a profound influence on your organization after every decision-maker has had an opportunity to sit through them and discuss how he can become more effective in these areas:

Film 1 — MANAGING TIME. Why does every executive complain that there aren't enough hours in a day? What does Peter Drucker mean when he says: "Any executive has to spend a great deal of his time on things that do not contribute at all. Much time is inevitably wasted."

Film 2—WHAT CAN I CONTRIBUTE? Effective organizations require team effort on the part of specialists. Team members ask themselves: "Who else has to use my output? What does he need from me to make his contribution effective? How can I communicate with him?"

Film 3—FOCUS ON TOMORROW. Effective executives question each activity of the organization. "If we do not already do this, would we go into it now?" Yesterday's successes linger on long beyond their productive life. They tend to become "investments in managerial ego."

Film 4—STAFFING FOR STRENGTH. No executive has ever suffered because his subordinate's were strong and effective. Effective executives never ask: "What can a man not do?" Their question is always: "What can he do uncommonly well?" The effective organization is one that can make ordinary people achieve extraordinary performances.

Film 5—EFFECTIVE DECISIONS. What is the value of constructive dissent in decision making? An executive decision is at best a choice between two alternatives neither of which can be proved right. If the executive is to consider all applicable facts, he starts by examining every alternative.

GREEN CARD

Col. 10 min.

This animated cartoon explains why union members of any company should be willing to help unorganized workers, within the community, to organize themselves to bargain collectively.

INSTRUCTIONS OR OBSTRUCTIONS

Col. 10 min.

The film presents Dr. Paul Pigors, of the Massachusetts Institute of Technology, in an effective demonstration and analysis of verbal communication techniques. This film will give supervisors many useful hints on how to handle the difficult job of giving orders and instructions to subordinates.

JUDGING PEOPLE

B&W 23 mins.

This film could help reduce the costly errors some supervisors make in sizing up and evaluating people for job assignments. It explains and illustrates the process of reaching more accurate estimates of ability, personality, intelligence, character and potential in any field.

LISTEN, PLEASE

Col. 10 min.

This film emphasizes the importance of listening in a supervisory job. In a series of typical incidents — at home as well as at work — the supervisor portrayed in this film learns how important it is for him to pay attention to those who speak to him and to make careful listening second nature.

MATTER OF SURVIVAL

Col. 26 min.

The story of Jerry is frightening. An accountant, with his own staff, in a medium-sized Canadian business, he never thought that automation would catch up with him. But it did — and with a lot of other people. This hard-hitting film explores some of the problems of change. It offers no pat answers but presents an opportunity for stimulating discussion.

**MOTIVATION THROUGH
JOB ENRICHMENT**

Col. 20 min.

Dr. Herzberg discusses and illustrates his famous "Motivation-Hygiene Theory". He emphasizes that motivation is found only in the job itself, in the opportunity to satisfy the human need for accomplishment.

**OVERCOMING RESISTANCE
TO CHANGE**

Col. 30 min.

This film could do much to prevent loss of efficiency and morale during periods of transition in any organization. It shows supervisors how to recognize the emotional factors which breed resistance to change. It demonstrates how resistance should be handled by clearing up misconceptions, opening communication channels, developing participation and permitting the ventilation of feelings.

PEOPLE DON'T RESIST CHANGE

Col. 22 min.

Mogensen tells management how to make needed changes in work procedures and enlist the co-operation of those affected. He says people do not resist change; they resist being changed — having change imposed on them.

RUMOUR

B&W 6 min.

This animated cartoon shows with frightening clarity how racial violence is born and a city erupts just because two cars cause a traffic jam on a bridge. A good film to promote discussion with a theme applicable to any situation where rumour is allowed to fester.

THE INHERITANCE

B&W 57 min.

Historic still photographs and motion pictures are used to tell the story of the growth of unionism in the United States. Particular emphasis lies with the garment workers of New York but the whole history of the American workers' fight for collective recognition is told with dramatic effect.

THE INNER MIND OF MILTON WHITTY

Col. 20 min.

This is a safety film with a difference. In a dream sequence it brings Milton Whitty to trial for allowing unsafe work practices but those who accuse him are also found to be guilty. An excellent film to promote joint responsibility in all safety programs.

THE RETURN OF MILTON WHITTY

Col. 20 min.

Milton Whitty returns from his dream to his construction site and sets out to educate both supervisors and workers on the importance of the fact that safe working conditions are also the most productive. Applicable to all work sites but particularly so for construction work.

THIS MATTER OF MOTIVATION

Col. 7 films

Seven films: The Basic Instructional Film (28 min.) plus six short films.

Film 1 — THE BASIC INSTRUCTIONAL FILM (28 min.)

Film 2 — "THE PUZZLE" employee's performance drops. (6 min.)

Film 3 — "THE ROADBLOCK" 30-year employee pooh-poohs new ideas. (6 min.)

Film 4 — "THE GILDED LILY" secretary resents working at full capacity. (5 min.)

Film 5 — "THE PACESETTER" foreman wonders how to motivate his best man. (6 min.)

Film 6 — "THE NICE GUY" loyal employee whose work becomes erratic. (4 min.)

Film 7 — "THE BALL OF FIRE" employee suddenly becomes tardy and careless. (4 min.)

WHY PLAY LEAPFROG?

Col. 10 min.

This animated cartoon uses wit and wisdom to examine the prices and labour costs spiral. It illustrates the pressures that wages place on costs and that costs place on wages in a continuing, uphill leapfrogging. The stabilizer is shown to be greater, more efficient production no matter what the product.

DISTRIBUTION

National Film Board offices, which handle requests for the National Industrial Relations Film Library, are located in the following centres:

Victoria
Vancouver
Edmonton
Calgary
Regina
Saskatoon
Winnipeg
Toronto
Hamilton
Hanover
London

Ottawa

North Bay
Kingston
Montreal
Quebec City
Chicoutimi
Rimouski
Saint John
Moncton
Halifax
Sydney
St. John's